

*File
of Education*

Len. B. ...

Montana's
Educational Opportunities
---for---
Returned Veterans

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Under the Provisions of
The Servicemen's Readjustments
Act of 1944
(Public Law No. 346, 78th Congress)

THE G. I. BILL OF RIGHTS

Secondary-School and College Offerings
in the
Several Divisions of Instruction
in
MONTANA

State Department of Public Instruction
Elizabeth Ireland, Superintendent
Helena, Montana
1945

Montana State Library



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FOREWORD AND ACKNOWLEDGEMENT

The purpose of this bulletin is to make available the general information concerning the opportunities in Montana educational institutions for returning veterans who wish to continue their education under the G. I. Bill of Rights (Public Law No. 346, 78th Congress.)

The bulletin will be available and useful to veterans:

1. Who have started on a degree and wish to return and complete their requirements for a degree.
2. Who have finished high school and want to enter college.
3. Who want to prepare for a vocation but not to finish college.
4. Who have not finished high school before induction, but now wish to return to high school or do some high school work before entering a vocation.

The bulletin will be available also to counselors of students, local county and state planning groups and others interested in giving assistance to veterans.

Business establishments for on the job training will be approved by the Montana Apprenticeship Council. It is well to remember that the administration of the act is placed in the hands of the Veterans' Administration.

Special acknowledgement is given to J. A. Woodard, High School Supervisor, and Leo Smith, Supervisor, Distributive Education and Occupational Information and Guidance, State Department of Public Instruction, Helena, who have had the responsibility of editing this bulletin.

Acknowledgment is also given to the directors of the several departments in the State Department of Public Instruction and the presidents of the higher schools and to Apprentice Training Service representatives who have furnished material for this bulletin. Acknowledgment is also given to other State departments and educational groups which have given us valuable help through bulletins and letters relating to the problem of how best to help our returning veterans.

ELIZABETH IRELAND,
Superintendent of State
Department of
Public Instruction.

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Part I

GENERAL INFORMATION

Excerpts from Servicemen's Readjustment Act of 1944

(Public Law No. 346, 78th Congress)

"G. I. BILL OF RIGHTS"

TITLE II, PART VIII:

"1. Any person who served in the active military or naval service on or after September 16, 1940, and prior to the termination of the present war, and who shall have been discharged or released therefrom under conditions other than dishonorable, and whose education or training was impeded, delayed, interrupted or interfered with by reason of his entrance into the service, or who desires a refresher or retraining course, and who shall either have served ninety days or more, exclusive of any period he was assigned for a course of education or training under the Army specialized training program or the Navy college training program, which course was a continuation of his civilian course and was pursued to completion, or as a cadet or midshipman at one of the service academies, or shall have been discharged or released from active service by reason of an actual service-incurred injury or disability, shall be eligible for and entitled to receive educational or training under this part: PROVIDED, That such course shall be initiated not later than 2 years after either the date of his discharge or the termination of the present war, whichever is the later: PROVIDED FURTHER, That no such education or training shall be afforded beyond seven years after the termination of the present war; AND PROVIDED FURTHER, That any such person who was not over 25 years of age at the time he entered the service shall be deemed to have had his education or training impeded, delayed, interrupted, or interfered with.

"2. Any such eligible person shall be entitled to education or training, or a refresher or retraining course, at an approved educational or training institution, for a period of one year (or the equivalent thereof in continuous part-time study) or for such lesser time as may be required for the course of instruction chosen by him. Upon satisfactory completion of such course of education or training, according to the regularly prescribed standards and practices of the institutions, except a refresher or retraining course such person shall be entitled to an additional period or periods of education or training, not to exceed the time such person was in the active service on or after September 16, 1940, and before the termination of the war, exclusive of any period he

was assigned for a course of education or training under the Army specialized training program or the Navy college training program, which course was a continuation of his civilian course and was pursued to completion, or as a cadet or midshipman at one of the service academies, but in no event shall the total period of education or training exceed four years; PROVIDED, That his work continues to be satisfactory throughout the period, according to the regular prescribed standards and practices of the institution; PROVIDED, HOWEVER, That wherever the additional period of instruction ends during a quarter or semester and after a major part of such quarter or semester has expired, such period of instruction shall be extended to the termination of such unexpired quarter or semester.

"'6. While enrolled in and pursuing a course under this part, such person, upon application to the Administrator, shall be paid a subsistence allowance of \$50 per month, if without a dependent or dependents, or \$75 per month, if he has a dependent or dependents, including regular holidays and leave not exceeding thirty days in a calendar year. Such person attending a course on a part-time basis, and such person receiving compensation for productive labor performed as part of their apprenticeship, or other training on the job at institutions, business or other establishments, shall be entitled to receive such lesser sums, if any, as subsistence or dependency allowances, as may be determined by the Administrator; PROVIDED, That any such person eligible under this part, and within the limitations thereof, may pursue such full time or part time course of courses as he may elect, without subsistence allowance.'"

An Interpretation of the "G. I. BILL OF RIGHTS"

A. **Eligibility for Benefits**

Any veteran, man or woman, honorably discharged with 90 days active service since September 16, 1940, or any such veteran discharged because of service-incurred disability before serving 90 days (the 90 days service is exclusive of time spent in service academies or special college training programs of the Army, Navy.) Ask for application No. 1950.

B. **The Deadline for Applications**

Application for educational benefits must be made within two years after date of discharge or within two years after the war's end, whichever is later. This applies to (1) veterans discharged after September 16, 1940 (2) veterans discharged before the war ends (3) veterans discharged after the war's end; deadline for (1) two years from date of war's end, for (2) two years after discharge.

C. Types of Educational Offerings

1. Completion of formal education—college or high school. Eligible veterans will be given from one to four years. To be eligible for this program, veterans must have been under 25 years of age at time of entering the service, or if over 25, the veterans must show that his schooling was interrupted.
2. Any employed veteran, regardless of age, is eligible for the refresher type of educational opportunities equivalent to one year's schooling.
3. Refresher or retraining courses are also available to other veterans regardless of age or previous schooling, limited to one year.

D. Expenses Borne by the Government

1. Such expenses as tuition, library and laboratory fees, infirmary fees, and similar fees, books and supplies not to exceed \$500 annually.
2. Subsistence expenses of \$50 per month will be paid the student veteran if he has no dependents. He will be paid \$75 if he has dependents. PROVIDED, That his work continues to be satisfactory throughout the period, according to the regular prescribed standards and practices of the institution.

E. Types of School the Veteran May Attend

Any public or private school, elementary, secondary, or higher institution in Montana.

F. Where to Write for Information

To the nearest regional office. There are 53 in the United States. The Montana office is **Veterans' Administration, Fort Harrison, Montana.**

G. Where to Apply for Educational Benefits

To the Regional Office of the Veterans' Administration in the state where the veteran's record is now located or to the **Regional Office of the Veterans' Administration** located in the state which the veteran selects, or to the educational institution selected for doing the work under the G. I. Bill, the latter institution will forward the application to the proper office of the Veterans' Administration. If the veteran is in school and makes application for benefits through his school, the benefits, when eligibility is established, are effective the date the application is filed with the institution.

H. **Where the Veteran Secures Information Concerning the School Which Best Fits His Needs**

The local school superintendent or some teacher in the local school is perhaps the best person to advise the veteran concerning the selection of the proper school. The Veterans' Service Officers, Community Centers in towns having them would be other sources for information. This selection is important and should not be done hurriedly without complete information.

Part II

HIGH SCHOOL OFFERINGS FOR VETERANS

Members of the armed forces may earn high school credit while in service. The achievement record of any member of the armed forces will be certified to the high school designated by him, and will be established and proper credit allowed towards graduation. See suggestions below of evaluating credits:

General Areas of Military Experience in Which High School Credit May Be Allowed.

1. It would be reasonable to allow a maximum of two units for successful completion of the basic or recruit training (boot training in the Navy) which ordinarily is completed in twelve or thirteen weeks. If less time is given for this basic training, a proportional amount of credit should be given. The record of this training school should be certified to the designated high school by the appropriate officer in the armed forces.
2. The off-duty program of education. This is the voluntary program of education which may be carried on while in the armed forces, and includes:
 - a. Locally organized classes.
 - b. Correspondence study courses conducted by the University of Montana at Missoula and by the correspondence school, Director, Sylvia Haight, Missoula.
 - c. Organized instruction by correspondence study courses provided by the **United States Armed Forces Institute, Madison 3, Wisconsin.** (send for catalog if not supplied.)
 - d. Educational programs conducted by the Navy, The Marine Corps Institute, and the Coast Guard Institute.

(In all the above except b, tests will be administered and records forwarded to the designated high school by the U. S. Armed Forces Institute, Madison 3, Wisconsin. In program b, credit will also be certified by the institution conducting the correspondence study course.)

3. Credit may be allowed on informal educational experience in service on the basis of the achievement in the **General Education Development Test** given on request of any service man or woman by the Armed Forces Institute, Madison, Wisconsin, or to persons discharged from the service who have not taken the test, an equivalent test may be given by the high school. This test may be purchased by the high school from the **Co-operative Test Service of the American Council of Education**, 15 Amsterdam Avenue, New York 23, New York. Some subject and subject-field tests equivalent to U.S.A.F.I. tests may be purchased from the same source.
4. Specialist Training Courses successfully completed may well be allowed as much as two units of credit for 12 weeks work after the appropriate officer in the armed forces certifies the record.
(For more detailed explanation for evaluating credit see **Earning Secondary School Credit in the Armed Forces**, National Education Association, 1208 - 16th Street, N. W., Washington 6, D. C., 1944, 10c.)

SPECIAL INSTRUCTIONS FOR THOSE DESIRING HIGH SCHOOL CREDITS

1. Obtain from the U. S. Armed Forces Institute, Madison 3, Wisconsin, a form, **Request for Report on Educational Achievement**. Fill out this form, return it to the U.S.A.I.F. and request that a complete report be assembled and sent to the designated high school in which credit is desired.
2. If the required tests were not taken in courses in which credit is sought while in service, ask the superintendent or principal of the high school which you wish to enter or from which you wish a diploma, to give the appropriate tests which may be purchased from the American Council on Education. (See High School Offerings for Veterans, Item 4, Part II.)
3. The Montana Board of Education requires every graduate from a Montana High School to have completed one unit of credit in American History and Government and not fewer than three units of English. These units may be made up through the plans described in the "off duty" program of education described under High School Offerings 2 above, through correspondence courses offered by U. S. A.F.I., the correspondence school at Missoula or through tests approved and given

- by the superintendent or principal of the Montana high school in which credit is to be earned.
4. For more detailed information consult the superintendent or principal of the high school in which you wish to receive credit.
 5. If the superintendent or principal of any Montana High School in which the veteran wishes to receive credit on his military service is in doubt about any point relative to his high school credit, request him to refer his record to the High School Supervisor, State Department of Public Instruction, Helena, Montana.
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What Vocational Education Can Do For Returning Veterans and War Workers

By Ralph Kenck, State Director of Vocational Education
and Supervisor of Trade and Industrial Education,
Bozeman, Montana.

Most of the high schools, especially in the larger communities, are prepared to set up special classes for returning veterans and war workers where the number wishing a particular type of training will justify establishing a class for at least ten members.

Three types of classes can be arranged:

1. The long term training (1 to 2 years) in preparation for a general all-around mechanic—the kind of mechanic needed in the average small community or shop, both in building trades and metal trades.
2. A short term (3 to 6 months) to prepare a person as a specialist in a particular sphere of work such as an ignition or tune-up specialist, a brake specialist, or refrigeration maintenance and repair specialist.
3. The short term trade extension work which is for the person who gets a job but needs further training to enable him to advance or progress in the occupation. Classes for this type of training can be arranged for evenings. Such classes usually last two to three hours a night and are held about twice a week. These classes are particularly valuable to an apprentice and subjects are arranged in units in order that as soon as one unit of instruction is completed, it is possible to go on with the other units or phases of the work. In this way, it would be possible for a new student to begin the work at almost any time during the course.

Most of the schools realize that new processes or occupations

will be with us shortly after the war and they are prepared and willing to take whatever steps are necessary to provide the training that will be needed. There will be demands for much semi-technical training in such subjects as radar and electronics. Training in use of plastics and new building materials will be necessary for those who expect to go into building construction work.

Such schools as Helena, which specializes in aeronautical training, and Miles City, Glasgow, Havre, Cut Bank, are already designated as area vocational training centers and can accept students from any part of the state.

We realize that great differences will be found in the experience, education, and mentality of these men, and an effort will be made to keep classes small in order that individual attention can be given.

Vocational Education Training Program In Agriculture for Returning Veterans

By A. W. Johnson, Supervisor of Agriculture Education,
Bozeman, Montana.

Conducted as a part of the program in local Vocational Agricultural departments in high schools of the State.

- I. Part-time classes:
(Short, intensive courses for those intending to farm as farm workers, managers, renters, partners, or owners.)
 1. Livestock production
 2. Crop production
 3. Poultry production
 4. Establishment in farming
 - a. Land appraisal
 - b. Farm selection
 - c. Farm management
 5. Farm machinery repair, care, adjustment and operation
 6. Farm equipment construction
 7. Electricity on the farm and in the home
- II. All-day classes:
(For those who have not completed a high school course and wish to do so.)

1. Each student may enroll in the regular all-day classes in Vocational Agriculture in the local high schools. Individual instruction for these students will be emphasized.

The following schools are prepared to do this training:

Belgrade		Medicine Lake
Belt	Fairfield	Miles City
Big Fork	Fort Benton	Missoula
Big Sandy	Fromberg	Polson
Big Timber	Glasgow	Power
Billings	Hamilton	Ronan
Bozeman	Hardin	Sidney
Browning	Hinsdale	Simms
Cascade	Hot Springs	St. Ignatius
Charlo	Kalispell	Stanford
Chinook	Lewistown	Stevensville
Conrad	Lonepine	Thompson Falls
Deer Lodge	Malta	Valier
Denton	Manhattan	Whitehall
Dillon		Worden

Vocational Education Training Program In Trade and Industrial Work for Returning Veterans

by Mr. Kenck

Billings:

1. Auto mechanics
2. Welding, including arc and acetylene
3. Machine shop work
4. Aircraft mechanics, including engine and fuselage work

Bozeman:

1. Auto mechanics
2. Welding
3. Lathe work

Butte:

1. Auto mechanics
2. Machine shop work
3. Welding, both arc and acetylene

Cut Bank:

1. Auto mechanics
2. Welding
3. Machine shop work

Great Falls:

1. Radio
2. Machine shop work

Glasgow:

1. Auto mechanics
2. Welding
3. Lathe work

Havre:

1. Auto mechanics
2. Welding

Helena:

1. Aircraft mechanics—all phases

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|-------------------------------|---------------------------------------|
| 2. Machine shop work | 3. Lathe work |
| 3. Sheet metal work | 4. Sheet metal |
| 4. Welding, arc and acetylene | Montana State College: |
| 5. Radio | 1. Auto mechanics |
| 6. Drafting | 2. Welding, both arc and acetylene |
| Laurel: | 3. Carpentry |
| 1. Auto mechanics | 4. Refrigeration and air conditioning |
| 2. Welding | |
| 3. Lathe work | Sunburst: |
| Miles City: | 1. Auto mechanics |
| 1. Auto mechanics | 2. Welding |
| 2. Welding | 3. Lathe work |

Vocational Education Training Program In Home Economics For Returned Veterans

By Edith Harwood, Supervisor, Home Economics,
Bozeman, Montana.

The part that home economics will have in the life of returned veterans falls in two divisions of assistance. First, occupational and, second, the improvement of family living with all of its ramifications.

Occupational training:

1. Food preservation.
Instruction in food preservation to include freezing, brining, dehydration and canning. This work as a business will afford a good livelihood.
2. Home service.
Assistance in providing information and experience in approved methods of house cleaning. Homemakers are looking forward to the time when they can call cleaning agencies and schedule hours on certain days when expert house cleaners will call and clean rugs, floors, windows, woodwork, drapes and furnishings. This has proved to be a sound financial business, especially in areas where servants, maids and household assistants cannot be hired.
3. Eating places.
Training the veterans who are interested in establishing cafes, cafeterias, or lunch counters. Specific

help can be given in meal planning and in large quantity cookery.

4. Housefurnishings.

Establish information centers where materials such as bulletins, pamphlets, and books on many types of occupations can be read and discussed with experienced authorities.

Improvement of family living:

1. Nutrition and physical fitness.

In view of the national statistics we know that much additional emphasis will have to be placed on nutrition and physical growth. "To most people, the United States looked like a pretty healthy nation—until it was caught in the draft. Of over 14,000,000 men examined, only 2,000,000 were up to standard. Of the rest, 6,500,000 were accepted despite defects, 2,250,000 were remediable 4-F's (of these 1,500,000 were made fit for duty), 3,500,000 were hopelessly unfit. In addition, 1,000,000 have been discharged for defects discovered or developed after induction." Home Economics must take the lead in improving the health of the nation.

2. Family Living.

Returned veterans whether disabled, disfigured or apparently unharmed physically will have changed in many respects. Through the teaching of home economics we can and must devote time to the study of human relationships and offer to the students in the community definite guide posts toward satisfactory relations with the returned veterans. Some of the suggestions have already included an awareness of the changes in the veterans and on the home front, a study of possible problems that may arise and a discussion of the best ways to solve such problems.

3. Budgets or Money Management.

Many of the veterans entered the war when very young and during the years in service developed rapidly emotionally and physically but have not had normal training or experience in money management and financial planning. Young men and young women will need much help in this area, particularly if they expect to obtain federal loans. Home economists can assist them.

4. Social and Civic Relations.

Returned veterans desire to be part of actively developing civilian groups and need to be offered op-

portunities where they can improve their own communities and where they can work toward the accomplishment of their newly defined goal. This help can be rendered through working with adults in the area of family community living.

*Most high schools in Montana offer some type of Home Economic Service, therefore, we are not listing them.

Vocational Education Training Program In Distributive Education For Returned Veterans

By Leo Smith, State Supervisor, Distributive Education,
Helena, Montana.

The following are the programs of the Distributive Education Division of the State Department of Public Instruction which may prove of particular value to veterans starting small businesses or buying into established concerns. Many veterans are making such plans.

1. Starting a small business.

The state supervisor will furnish the course outline and assist in getting instructors for the course which includes:

- a. Financing the new venture
- b. The building and equipment
- c. Stocking the store and determining the services
- d. Merchandising problems
- e. The necessary records
- f. Getting business

Department of Commerce figures over a period of 40 years show that one out of every three new concerns does not survive the first year, two out of three close within six years and four-fifths of the failures are among those of capital under \$5,000. This course should be particularly helpful in preventing failures.

2. Employee-Instructor Training.

This is an eight-hour practical course of executives on "How to Train An Employee." The course makes use of job analysis and a tested four-step method of instruction that saves hours of time and errors in training either new or old employees. It is taught without cost by the State Supervisor of Distributive Education.

3. Employee-Relations Training.

This is an eight-hour program for every business execu-

tive from the manager down to the supervisor of the smallest groups and is based upon an understanding of the foundations for good relations and how to use them. It gives practice in using the steps which must be taken in order to bring about good human relations and in using a tested four-step method for handling all personnel problems. The state supervisor provides this training without cost.

4. Beginners' Sales Training.

This eight-hour course in selling provides beginners with a foundation of correct attitudes and techniques to make a good start and to progress in selling.

5. On-The-Job Training.

This course in eight hours centers attention on:

- a. The importance and need for doing a good job of selling.
- b. Attributes and qualities for successful salespeople.
- c. Knowing your merchandise and the 8 parts of a sale.
- d. Human relations in selling.

6. Co-operative part-time training in schools.

This training program relates school and work by giving instruction and co-ordination of part-time student work programs under the leadership of trained co-ordinators who work closely with the businessmen and the students.

7. Many other types of training may be organized.

Other types of training which may be organized might include store arithmetic, speech for business people, display and advertising, etc., according to the need of the community.

Training executives, training of sales and other personnel, and insuring a continuous flow of trained workers into retailing, will go far in achieving full employment through the flow of effective consuming power; effective consuming demand—back to the factory and the producer of raw materials.

Supervised Correspondence Study in Veterans' Educations

State Correspondence School

Department of Public Instruction

Sylvia Haight, Director

Missoula, Montana

Veterans' Use of Supervised Correspondence Study

In adjusting himself to his individual needs and circumstances, a veteran may wish to take high school supervised correspondence courses:

1. To meet high school graduation requirements or to qualify for college entrance.
2. To advance at a faster or slower rate than in a class. Year around correspondence study is possible also.
3. To commence study immediately after discharge without waiting for the opening of school or of a new term.
4. To keep him from feeling out of place among teen-age boys and girls attending high school.
5. To have an interest, especially if recuperating, which will keep up his morale by giving him a sense of achievement and one which can be followed when his physical condition permits.
6. To minimize loss of credit and dislocation to education, caused by recurring surgery and hospitalization.
7. To take special subjects, if for any reason they are not given in the local high school.
8. To take remedial or refresher courses of or below high school level.
9. To enable him to improve himself along a desired line while holding a full or part-time job.

Available Courses

If, for some reason, the veteran cannot take work in his home town high school, he may wish to enroll in the high school section of the State Correspondence School, which offers nearly all the courses ordinarily found in the secondary schools of Montana. Regular and advanced courses are given in English, mathematics, science, foreign languages, social sciences, home economics, and art. Approximately 125 courses are available.

Besides academic and required subjects, courses are given in aeronautics, automotive mechanics, electricity, radio, poultry and animal husbandry, feeding farm animals, and similar subjects.

For training along commercial lines, courses are available in typing, shorthand, office practice, commercial law, salesmanship, and methods of operating a small business.

Besides high school courses, the State Correspondence School offers elementary courses covering the first eight grades. It is possible that a limited number of veterans would desire remedial courses in arithmetic, spelling or language.

Enrollment Procedures

In making application for supervised correspondence study, the veteran should first consult the high school principal, or the city or county superintendent, as to graduation requirements, credit allowance for service training, and local educational offerings. If he wishes to take subjects not offered locally, the principal can advise him as to choice of correspondence courses and related matters.

Since enrollment in the State Correspondence School is made through the local high school, the application should be submitted to one of the above-mentioned officials for consideration and for the designation of a supervisor. This will assure the veteran that the school approving his application will accept the credits he earns by correspondence. Veterans attending a unit of the university and wishing to earn pre-requisite credits should consult the registrar.

In accordance with the general policy of reducing or waiving veterans' enrollment charges, fees for veterans are \$1.00 per semester subject, payable when application is made. Since this school is not an affiliate of the U.S.A.F.I., responsibility for payment rests with the veteran. Cost of books is not included in the fee. The correspondence center orders necessary texts to be sent C.O.D. when so requested.

For further information, the veteran should see his high school principal or write to the Director of the State Correspondence School, Department of Public Instruction, Missoula, Montana.

A Sample Program For Returned Veterans and Dislocated War Workers

Fergus County High School Educational Service
for

Men and Women Returning From Service and For
Dislocated War Workers

All reports indicate that many of those who are in the armed forces and in war industries did not complete their high school education before entering service and that many of those who had completed their formal schooling will need and want refresher and adjustment courses. The length and scope of the courses will depend upon the individual needs. The secondary schools,

colleges and universities of the nation must be prepared and ready to assume this educational responsibility.

Provisions for meeting this responsibility are being made. The Federal Government under the Servicemen's Readjustment Act of 1944, Public Law No. 346, and better known as the "G. I. Bill of Rights," has made available funds and outlined certain conditions but carrying through the educational program is in the hands of the institutions. Public Law No. 346 makes no provisions for dislocated war workers. The educational and adjustment needs of this group must be met in full by the individual and the community. The Fergus County Counseling and Rehabilitation Service has been set up to assist service men and women and dislocated war workers who return to Fergus County. The Fergus County High School is arranging its program and its teaching service to render educational service to all who wish to complete a high school program or who wish an adjustment or refresher course.

Work offered.

To meet the needs of the veterans and war workers, the Fergus County High School will offer the following:

1. Opportunity to complete the 32 semester credits required for a diploma. Credits earned in any of the Armed Services Institutes and in Induction Training will be accepted toward a diploma.
2. Vocational Training in the following:
 - a. Agriculture: Farm management, livestock production, soils and crops, poultry production, farm machinery, its operation and repair, farm construction, basic economics.
 - b. Trade-industry: Automechanics, gas-engine, welding—all types, lathe work, aeronautics.
 - c. Commercial: Typing, bookkeeping, office management, sales training and commercial art.

Procedure

The procedure for handling the students who come to the school for the training will be quite different from that used for the regular students.

The courses will be intensive and designed to save time. The subject matter will be selected for its immediate value for job and citizenship purposes. The vocational function will predominate but not exclude cultural values. Principles of economics, government and business as related to special training will be given consideration.

The individual will be the unit for instruction. Whenever the number enrolled in a course permits, there will be a group or

class organized. The time schedule will be determined by the needs of student and his work or job progress. If the student wishes credit toward a diploma, the amount of credit will be determined by the achievement record.

The students will be encouraged to work on a co-operative part-time basis whenever possible.

Part III

DESCRIPTION OF INDIVIDUAL COLLEGE OFFERINGS

Montana State University

Location: Missoula, Montana.

Control: State of Montana, State Board of Education.

Type: Co-educational.

President: Dr. E. O. Melby.

Accreditation: Montana State University is accredited by the Association of American Universities and the Northwest Association of Secondary and Higher Schools.

Purpose and Scope: Montana State University aims to serve the people of the state and to provide the finest possible education in its professional schools and in the college of arts and sciences.

Office of Veterans' Education: An Office of Veterans' Education has been set up on the campus to assist the veteran in every way possible in his matriculation in the University. The veteran should make his first contact with this office. He will have the assistance of a faculty adviser in planning his program of studies and to counsel with him on personal or other matters. Additional guidance may be had from chairmen of departments and deans of schools in consultation with the Director of Veterans' Education and the student adviser. A student counselor is also available to veterans for additional service.

Veterans desiring information and advice before coming to the University may write to the Office of Veterans' Education, Montana State University, Missoula, Montana.

Admission: The completion of a high school or preparatory course of four years is the general requirement in all the units of the Greater University of Montana. Students must offer three

units of English, one unit of American History and Government and at least two units in each of three of the four following groups: Mathematics, history and social science, laboratory science, foreign language (both units in one language.) Students who do not meet these requirements will be permitted to make up the deficiencies in the University. Veterans who have not graduated from high school, but wish to undertake college work may be admitted as special students. Special students who wish to become candidates for degrees should write the Registrar for information regarding the removal of entrance deficiencies.

Evaluation of Credits: Veterans will be given credit for courses completed through the United States Armed Forces Institute for college entrance insofar as these credits satisfy the entrance requirements. On the basis of certified papers cleared through the United States Armed Forces institute at Madison, Wisconsin, some credit will be given for military service and for specialized training courses completed in the armed forces whenever that training can be evaluated at the college level. The recommendations of the American Council on Education as shown in a "Guide to the Evaluation of Educational Experiences in the Armed Services" are followed in adjusting such credits. Veterans desiring to have their credits evaluated in advance should write to the Office of Veterans' Education for the proper forms.

Calendar: The college year is administered on the quarter system; four quarters work are offered during the calendar year. The fall quarter usually begins the last week in September, the winter quarter starts just after New Year, the spring quarter begins about the third week of March, and the summer quarter usually starts the second week of June.

Degrees: The Bachelor's degree is awarded to regular students who complete the courses offered by Montana State University and who fulfill the other conditions required for graduation.

The College of Arts and Sciences confers upon its graduates the Degree of Bachelor of Arts, Bachelor of Science in Medical Technology, or Bachelor of Science in Nursing. Students doing major work in Law may also secure the Bachelor of Arts degree by meeting the requirements of the College of Arts and Sciences.

In addition, the following degrees are awarded: Bachelor of Arts in Business Administration, Bachelor of Arts in Education, Bachelor of Arts in Journalism, Bachelor of Music, Bachelor of Law, Bachelor of Science in Forestry, Bachelor of Science in Pharmacy.

The Secondary State Certificate of Qualification to Teach may be obtained by graduates of Montana State University who meet the requirements set forth in the School of Education.

The Montana State University issues a certificate for public accountancy under specified conditions.

The degree of Master of Arts, Master of Science in Forestry, Master of Science in Pharmacy, and Master of Science with a combined major in Botany and Forestry are granted to those who complete a satisfactory course of at least one year in work beyond that required for a Bachelor's degree provided they comply with the regulations governing graduate work.

The Master of Education degree is granted to those who, in addition to completing a minimum period of teaching and at least one year of work beyond that for a Bachelor's degree, offer additional graduate work in lieu of a thesis.

Health Service: The Health Service is maintained in order to safeguard the health of students and to furnish competent medical service to those who become ill. This service is available to all returning veterans. Emphasis is placed on the prevention of disease. All new students are required to take a physical examination, and immunization is given without charge for various diseases. Hospitalization and services of private physicians are furnished to a limited extent for acute illnesses when authorized by the University Health Service.

Additional Information: For additional information address Office of Veterans' Education, Montana State University, Missoula, Montana.

Montana State College

Location: Bozeman, Montana.

Control: State of Montana, State Board of Education.

Type: Co-educational.

President: Dr. R. R. Renne.

Accreditation: Montana State College is accredited by the Association of American Universities, Northwest Association of Secondary and Higher Schools, and American Association of University Women. The Civil, Electrical, and Mechanical Engineering Departments are accredited by the Engineering Council for Professional Development.

Purpose and Scope: Montana State College has served the youth of this area for more than fifty years. Many significant changes have occurred during this period, and the college has grown in its service to the state and to the nation. Montana State College aims to provide the finest possible education in the major fields of agriculture, engineering, household and industrial arts,

and science. While professional training is important, Montana State College does not neglect that aspect of education which enriches human personality and produces active and responsible citizens.

Veterans' Counseling Service: A special counseling program has been organized at Montana State College to help veterans make adjustments from the Armed Services to civilian life. In addition to this special counseling service, regular advisors are appointed in the several divisions and departments to assist veterans in making specific choices of subjects and in planning additional program of whatever length seems to be appropriate for individual cases.

Professor L. O. Brockmann has general charge of veteran's education and acts as liaison officer between the Veterans' Administration and Montana State College. Mr. Brockmann acts as special counselor in areas of educational and vocational guidance, helping veterans to understand what educational opportunities are available to them at Montana State College through Public Law 16, 78th Congress, (Disabled Veterans), and Public Law 346, 78th Congress, (The GI Bill). Veterans wanting vocational information and advice before coming to Montana State College may write directly to Mr. Brockmann.

Vocational interest inventories and aptitude tests will be used in assisting those veterans who have not been able to make a choice of an occupation. All data which are helpful in making educational and vocational decisions will be assembled for persons seeking help, so that intelligent decisions can be made.

In general, veterans should see Mr. Brockmann first when they come to the campus. He will counsel with them and direct them to division or department heads in which their subject matter interests may lie for assignment of class advisers. Class advisers will supplement Mr. Brockmann's work by assisting the veterans in selecting courses within the departments or divisions and conferring with them about their progress if the need arises.

Dr. H. G. Klemme will act as counselor to veterans in areas of social, moral, or spiritual guidance. He will assist them in finding places to live and help them to feel at home on the campus.

Mr. W. H. McCall, Registrar, assumes responsibility for all official records including registration. He will send the necessary official forms directly to the Veterans' Administration at Fort Harrison. Mr. McCall will also issue permits to veterans to purchase books and supplies on credit at the Student Book Store when such books and supplies are to be paid for by the Veterans' Administration.

Admission: The completion of a high school or preparatory course of four years is the general requirement in all the units of

the Greater University of Montana. Students must offer three units of English, one unit of American History and Government, and at least two units in each of the fields of mathematics, history and social sciences, laboratory science, and foreign language. Special requirements for admission to the curricula in the division of engineering, chemistry and industrial chemistry include three years of mathematics and one of physics or chemistry, preferable physics. Veterans who do not meet these requirements may be admitted as special students. This provision also applies to those who have not graduated from high school, but wish to undertake college work. If their college work is satisfactory, they may qualify for a degree.

Evaluation of Credits: Veterans will be given credit for courses completed through the United States Armed Forces Institute for college entrance insofar as these credits satisfy the entrance requirements. Credits from the United States Armed Forces Institute and from college extension courses will be accepted toward a degree insofar as they fit into the requirements of degree granting curricula. The exact amount of this credit will be determined by a special committee appointed for that purpose. Veterans desiring to have their credits evaluated in advance should write to Mr. W. H. McCall, Chairman of the Committee on Registration and Admission, giving him all the information concerning work which they have completed. They should also request the United States Armed Forces Institute to send an official transcript of work completed through this organization.

Calendar: The college year is administered on the quarter system; four quarters work are offered during the calendar year. The fall quarter usually begins the last week in September, the winter quarter starts just after New Year, the spring quarter begins about the middle of March, and the summer quarter usually starts the second week of June.

Degrees: Bachelor of Science degrees are offered in the following fields of specialization:

AGRICULTURE	Botany
General Agriculture	Chemistry
Agricultural Economics	Entomology
Agricultural Education	Industrial Chemistry
Agronomy	Nursing (three-year Registered
Animal Industry	Nurses course and five-year
Dairy Manufacturing	Bachelor of Science Nursing
Dairy Production	Degree)
Horticulture	Physical Education for Men
Range Management	Physical Education for Women
SCIENCE	Pre-Medical Work
Applied Science	Zoology with Wild Life
Bacteriology	Conservation Option

ENGINEERING

Architecture
Chemical Engineering
Civil Engineering
Electrical Engineering
Engineering Physics
Industrial Engineering
Mechanical Engineering
(with option in Aeronautical
Engineering)

HOUSEHOLD AND INDUSTRIAL ARTS

Applied Art
Home Economics
Home Economics
for Teachers
Institutional Management
Secretarial Studies

In addition to the above fields, Montana State College offers preparation for the STATE SECONDARY CERTIFICATE to teach, granted by the State Board of Education. Teaching majors and minors are offered in the fields of:

Applied Art	Home Economics
Agriculture	Mathematics
Biological Sciences	Modern Languages
Chemistry	Music
Commercial Work	Physical Education
English	Physical Sciences

Social Sciences

Refresher and Terminal Courses: A one-year refresher course in agriculture has already been prepared. It will train persons for farm and ranch management and operation. A number of veterans starting in on the one-year refresher course may find their interest in agriculture developing to a point where they would like to remain for an additional year or even complete the requirements for their bachelor's degree.

One- or two-year terminal courses in home economics have been planned which include subjects such as design, clothing, textiles, home problems, foods, institutional management, large quantity cookery, child development, marketing and many others. The training in these fields would prepare individuals for home-making, dress-making, assistants in nursery schools, sales work in a large variety of stores, and work in restaurants, tea-rooms and other food distributing establishments.

A special one-year course for nurses is being planned by the division of science. This will prepare women who want to work as nurses' aides, as contrasted with professional nursing. Vocational nurses, (nurses' aides) will be able to act as assistants in hospitals, clinics, and in doctors' offices. An excellent combina-

tion would be worked out for a number of women interested in vocational nursing and secretarial work by selecting subjects in such combinations that they would be prepared to assist doctors not only as office secretaries, but also as semi-professional nurses.

General: Montana State College recognizes the importance of maintaining adequate health standards in the student body and to this end conducts a student health service. This health service is in charge of a registered nurse. She is a full-time member of the college faculty and has under her direction a staff of assistants who conduct a modern, efficient preventative program among the student body.

Additional Information: For additional information, address L. O. Brockmann, Veterans' Counseling Service, Montana State College, Bozeman, Montana.

Montana School of Mines

Location: Butte, Montana.

Control: State of Montana, State Board of Education.

Type: Co-educational

President: Dr. Francis A. Thomson.

Accreditation: Northwest Association of Secondary and Higher Schools and Engineers' Council for Professional Development.

Purpose and Scope: Montana School of Mines aims primarily to prepare students for service in mining, metallurgy, mineral-dressing, and geology, the four main branches of the mineral industry. With this end in view, special emphasis is placed upon the teaching of mathematics, physics, chemistry and other fundamental engineering subjects. Although a large proportion of the graduates find their life work in the mineral industry, the courses of study are designed to give a broad training in all forms of engineering.

Office of Veterans' Service: Upon arrival on the campus the veteran should contact Mr. W. M. Brown, registrar, who services as liaison officer between the Veterans' Administration and the college.

Admission: The completion of a high school or preparatory course of four years is the standard. This requirement for en-

trance must include at least fifteen units of work, however, veterans who do not meet this requirement may be admitted as "special students."

Evaluation of Credits: Veterans will be given credit for courses, which may be substituted in our curricula, and which have been completed by correspondence from accredited institutions while in the armed forces. The exact amount of this credit will be determined after the veteran has come into residence.

Calendar: The college is on the semester system*. Field work is Surveying and Geology is offered during the summer.

Degrees: Montana School of Mines is a fully accredited, four-year, degree-granting institution, offering degrees in Mining Engineering, Metallurgical Engineering and Geological Engineering, Ceramic Engineering, Geology, Metallurgy, and Mineral Dressing is offered to students who have received the Bachelor of Science degree or its equivalent from an accredited college or university.

General: A health examination is required of all new students. Male students whose homes are not in Butte are required to live in the Residence Hall.

Additional Information: For additional information, address Mr. W. M. Brown, registrar, Montana School of Mines, Butte, Montana.

***Semesters usually** begin the last Monday in September and approximately the first of February.

Northern Montana College

Directory

Dr. G. H. Vande Bogart, President.

S. Kendrick Clark, Registrar.

R. W. Sandven, Chairman of Veterans Advisory Committee.

Admission: Any returned veteran is eligible for admission. In addition to the regular college courses described on pages 40-46 of the catalog, certain special courses will be arranged on request.

Evaluation of Credits: U.S.A.F.I. courses of college rank will be credited toward graduation, either as elective or in lieu of specific course requirements, provided that the content is substantially identical with that of courses in this college required for graduation.

College extension courses are accepted when conducted by accredited institutions. Otherwise, these credits are accepted under the same conditions as in the above paragraph.

Veterans' Advisory Committee: Mr. R. W. Sandven, Director of Athletics, serves as Chairman of the Faculty Committee on Veterans' Education. The veteran will confer with him first of all upon arrival at the college. Each veteran will be assisted in every detail of his college arrangements.

Courses of Study: The following two-year professional, pre-professional, and terminal courses are available. In addition to these, a number of special programs can be made to meet the specific needs of the veteran.

Arts and Sciences	Industrial Engineering
- Agriculture	Mechanical Engineering
Arts and Nursing	Pre-Forestry
Business Administration	Home Economics
Chemistry	Journalism
Pre-Dentistry	Pre-Law
Education	Library Science
Engineering	Medical Secretaryship
Chemical engineering	Medical Technology
Civil Engineering	Pre-Medicine
Electrical Engineering	Normal (See Education)
	Secretarial Science
	Social Sciences

Placement: The placement bureau of the college assists each individual who has completed the required courses in placement and both at the time of graduation and in his later advancement.

Miscellaneous Information: Co-operative Hall, a dormitory for men, provides comfortable and convenient living quarters on the campus. For those men who wish to live off campus, a list of approved rooming and boarding places is available in the college offices.

The Women's Residence Hall provides attractive living quarters on the campus for women students. Those women whose homes are not in Havre are required to live in the Residence Hall unless special permission is granted to live in approved residence.

For Additional Information: Address Mr. S. Kendrick Clark, registrar, Northern Montana College, Havre, Montana.

State Normal College

Location: Dillon, Montana.

Control: State of Montana, State Board of Education.

Type: Co-educational.

President: Dr. Sheldon E. Davis.

Accreditation: American Association of Teachers Colleges and Northwest Association of Secondary and Higher Schools.

Purpose and Scope: The State Normal College prepares teachers for the public schools of Montana and offers general college courses in the following fields: Education, English, Fine Arts, Geography, Industrial Arts, Mathematics, Music, Physical Education, Science and Social studies. The school is prepared to organize short courses for veterans if the need should arise.

Office of Veterans' Service: Any veteran interested in attending the Normal College should contact the President, Sheldon E. Davis, the registrar, or the Veterans' Counselor, Professor Rush Jordan.

Admission: Completion of a high school or preparatory course of four years is the standard. This must include fifteen units of work. Veterans who do not meet this requirement may be admitted as "special students."

Evaluation of Credits: Veterans will be given credit for courses which may be substituted in our curricula, and which have been completed by correspondence from accredited institutions while in the armed forces. Any veteran who may wish to enter the Normal College should submit his scholastic record for evaluation on or before entrance.

Calendar: The college is on a semester basis, with the addition of a ten weeks' summer school. The fall semester begins in late September.

Degrees: The State Normal College is a fully accredited, four year, degree-granting institution. The degree of Bachelor of Education is given. The college also grants a two-year diploma which entitles the holder to a state teaching certificate.

General: A health examination is required of all new students.

Additional Information: For additional information address President Sheldon E. Davis, or the registrar, or Professor Rush Jordan, Veterans' Counselor, State Normal College, Dillon, Montana.

Eastern Montana State Normal College

Location: Billings, Montana.

Control: State of Montana through the State Board of Education.

Type: Co-educational.

President: Dr. Lynn Banks McMullen.

Accreditation: Northwest Association of Secondary and Higher Schools.

Purpose and Scope: To train elementary teachers for the schools of Montana. Students desiring junior college work in the liberal arts can elect courses that will meet their needs.

Office of Veterans' Service: Upon arrival on the campus the veteran should consult Mr. H. N. Stuber, the registrar, who serves as the liaison officer between the Veterans' Administration and the college.

Admission: Students must present at least 15 units of high school work or its equivalent except that students over 21 years of age may be admitted as special students.

Evaluation of Credits: Veterans will be given a liberal adjustment on all work which they may present, but it must be realized that teaching is a specialized course and that there are many required courses for which no substitution can be made.

Calendar: The college is on the four-quarter basis.

Diploma: The diploma issued upon the completion of two years of Normal School work entitles the holder, upon its presentation to the State Superintendent of Public Instruction, to an elementary state certificate good for six years.

Additional Information: For additional information address Mr. H. N. Stuber, registrar, Eastern Montana State Normal School, Billings, Montana.

Carroll College

Location: Helena.

Control: Catholic Diocese of Helena, Board of Trustees.

Type: Men's College.

President: Very Rev. Emmet J. Riley.

Accreditation: North Central Association of Colleges and Secondary Schools; Member, Association of American Colleges; Affiliated with Catholic University of America, Washington, D. C.; Member, National Catholic Education Association; Registered and Approved by the Board of Regents of the University of the State of New York; Listed for Pre-Medical courses by the American Medical Association.

Admission: Fifteen units of approved high school credits are required for admission, although veterans who do not meet this requirement may gain admission by satisfactory performance on college aptitude tests, such as the General Educational Development Test of the United States Armed Forces Institute.

Evaluation of Credits: Veterans will be given credit toward a college degree for basic military training, Navy boot training, the Navy V-12 and Army Specialized Training programs, for correspondence courses taken under the auspices of the Armed Forces Institute, and for other types of military training. In general, the college will follow the recommendations of the American Council on Education as outlined in "A Guide to the Evaluation of Educational Experiences Gained in the Armed Services."

Curricular Organization: Carroll College is essentially a college of liberal arts and pre-professional training. It offers pre-professional training in the fields of Liberal Arts, Business, Commerce, Dentistry, Engineering, Journalism, Law, Medicine, Music, Science, and Teaching. It offers majors in Biology, Business Administration, Chemistry, Economics, Education, English, Foreign Languages, History, Latin and Greek, Mathematics, Philosophy, Political Science and Sociology.

Degrees: The college awards the degrees of Bachelor of Arts and Bachelor of Science.

Calendar: Carroll College is currently operating on a three-semester accelerated plan under the Navy V-12 college training program, with semesters beginning approximately March 1, July 1 and November 1. Veterans may enter at the beginning of any semester. Since revision of the calendar may result with the termination of the V-12 training activities, veterans are urged to contact the college prior to reporting to the college for enrollment.

Health Service: The regular health facilities of the college are used for veterans. In case of serious illness, the services of the U. S. Veterans' Hospital, Fort Harrison, are available, five miles from the campus.

Additional Information: For catalog and additional information, address Very Rev. Emmet J. Riley, President, Carroll College, Helena, Montana.

Part IV

WHAT APPRENTICE TRAINING CAN DO FOR VETERANS

By Henry A. Yaeger, Apprentice-Training Service Representative,
State Capitol,
Helena, Montana.

What apprenticeship is, its advantages to veterans, what enters into this type of training and where this training is given are briefly outlined below:

Apprenticeship Today: Apprenticeship, as conducted in American industry under modern methods, is a system of training in which an employee is given thorough instruction and experience, both on the job and in the classroom, in all the practical and theoretical aspects of the work in a skilled trade.

Basic Standards: In the development and establishment of apprenticeship programs, as described above, industry has the assistance of Apprentice-Training Service, War Manpower Commission, and State apprenticeship agencies in states in which these agencies are established, including Montana among others. These programs are set up in accordance with certain basic standards, mutually agreed upon by employers and labor in the various skilled trades, which are recommended by the Montana State Apprenticeship Council. This Council, which is equally representative of management and labor, is the policy-making body on apprentice training.

Training For a Career: A veteran who is given apprentice training in accordance with the above standards is equipped for a career in a skilled trade in which he can be assured of a substantial wage as a craftsman (all-round skilled worker.) Through apprenticeship, a veteran may acquire the skills needed to become an all-round skilled worker in any one of the skilled trades, such as Machinist, an Automotive Mechanic, Electrician, Carpenter, Plumber, Meat Cutter, Baker, or House Painter and Decorator. There are over a hundred skilled trades, any one of

which may be chosen for a career and in which a person receives apprentice training.

An Apprentice Earns While He Learns: A veteran who is accepted for employment as an apprentice earns as he learns. His wages increase as he advances from one step of his training to another. The advancement takes place at regular intervals—usually every six months. Upon completion of his apprenticeship he receives the wage rate paid all-round skilled workers in the trade. The wages paid apprentices vary with the different trades and localities and are based on the wages paid the all-round skilled workers in the trade in the locality. In addition to the wages he is paid as an apprentice, a veteran who qualifies receives a monthly subsistence allowance from the government, as provided for by the "G. I. Bill of Rights." These payments range from \$50 to \$75 a month, depending upon whether or not the veteran has dependents.

Who Is Eligible For Apprentice Training: To qualify for apprenticeship an applicant must, first of all, show an aptitude for a skilled trade. High school graduates are preferred. During normal times only young men within certain age limits—usually between 18 and 23 years of age—are accepted for apprenticeship. Veterans who are beyond the customary age limitation, however, are generally being accepted for this training.

With respect to physical qualifications, a veteran with the desired aptitude will qualify so long as he meets the established qualifications and is able to perform the work in a skilled trade. Those with physical disabilities are being employed as apprentices in many trades where the work is suited to them.

Veterans who meet the above qualifications are being given preference in the selection of applicants for apprentice training.

Where a Veteran Can Receive Apprentice Training: Apprentice training is given in every major industry in which all-round skilled workers are employed. Apprenticeship programs have been established, with the assistance of Apprentice-Training Service, in over 30,000 plants and establishments in the manufacturing, construction and miscellaneous industries throughout the United States. The great majority of these programs are conducted under the guidance of a local joint management-labor apprenticeship committee, and under the direction of a Supervisor of Apprentices. Some of the apprentice training programs now in existence and operative in Montana, include those for the Auto Mechanic, Machinists, Carpenters, Plumbers, Steam Fitters, Electricians and Meat Cutters at Butte; the Auto Mechanics and Carpenters at Great Falls; the Auto Mechanics at Missoula; the Auto Mechanics and Machinists at Anaconda, Montana. State-wide programs will soon be set up for the Bakers and Butchers.

Where to Apply for Apprentice Training: A veteran who

wants to learn a skilled trade through apprentice training should apply at the nearest office of the United States Employment Service or Veterans' Administration. The Veterans' Employment Representative in the U.S.E.S. office will advise the veteran where there are the most likely opportunities for apprentice training in the trade best suited to him. Additional information is available from the Montana State Apprenticeship Council or Federal Apprentice-Training Service, Room 111, State Capitol Building, Helena, Montana. If the veteran was employed as an apprentice prior to his entry into the armed forces, he should see his former employer and arrange to complete his apprenticeship. He, too, will be entitled to the monthly payments provided by the "G. I. Bill."

Selection of Applicants for Apprentice Training: Applicants for apprenticeship are selected by the employer or by the management-labor apprenticeship committee.

Length of Time Required for Apprentice Training: Apprentice training in most trades usually requires about four years. The length of time, however, varies with the trade. Some apprentices may complete their training ahead of the regular schedule as explained in the following paragraph.

Credits for Past Experience: Men who have had previous work experience in a skilled trade, either before they entered military service, or while they were with the armed forces, may receive credit for that experience, and may be given advanced status as apprentices commensurate with their experience, thus enabling them to complete their training ahead of the regular schedule. If credit is allowed the veteran, he will be paid the wage rate applicable to the level for which he is qualified.

Credit for experience will be decided by the employer for the local joint apprenticeship committee.

Related Classroom Instruction: In addition to the training on the job, every apprentice receives related supplementary classroom instruction which is usually provided by local public vocational schools. Under most apprenticeship programs apprentices are required to spend at least four hours a week in these classes, or 144 hours per year, during each year of their apprentice training. Among the subjects included in the school curriculum are mathematics, draftsmanship, blue print reading, physics and other sciences which relate to the work in the trade; as well as labor and safety laws and regulations.

Certificate of Completion of Apprenticeship: Upon completion of the term of apprenticeship, an apprentice becomes an all-round skilled worker. In recognition of his new status, he is awarded a Certificate of Completion of Apprenticeship which is similar to a diploma awarded graduates of a school or college. This Certificate in Montana is issued by the Montana State Apprenticeship Council, State Capitol Building, Helena, Montana.



